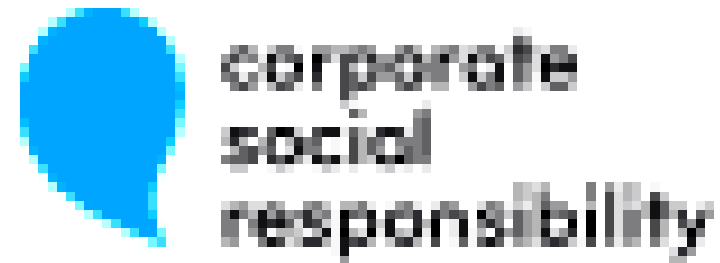


corporate
social
responsibility



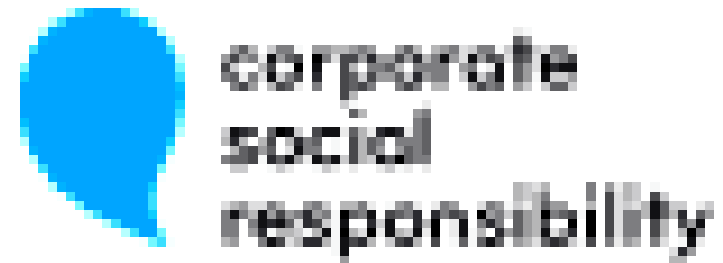
CSR - Chance für den Mittelstand

Prof. Dr. Gunther Olesch
Geschäftsführer
Phoenix Contact GmbH & Co.KG



Nutzen von CSR

1. Unternehmerische soziale Verantwortung wahrnehmen – „Tugende,, und Werte
2. Imagegewinn des Unternehmens
 1. Bei Kunden
 2. Bei Mitarbeitern
3. Erfolg des Unternehmens entwickeln



Drei Schritte von CSR

- 1. Definition und Implementierung einer CSR-Strategie im Unternehmen**
2. Umsetzung von CSR Maßnahmen
3. Evaluierung

Corporate Principles

Our customers and business partners benefit...

...from a management and personnel policy which is created according to **ethical principles**.

The corporate culture is based on trust and encouragement of all employees in order to achieve agreed objectives.

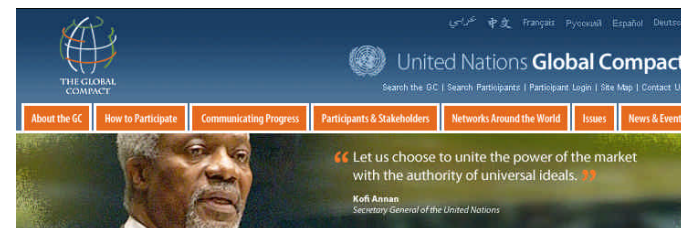


Definition: Corporate Social Responsibility



Ein Unternehmen zeigt Corporate Social Responsibility, wenn es Aktivitäten umsetzt, die zum Allgemeinwohl der Region und der Länder dienen, in denen es tätig ist und die nicht gesetzlich verlangt werden. Diese Aktivitäten dürfen gleichzeitig auch zum Vorteil des eigenen Unternehmens gereichen.

Bestandteil der Corporate Social Responsibility im weltweiten Kontext ist die Einhaltung der Vorgaben von Global Compact der UN.

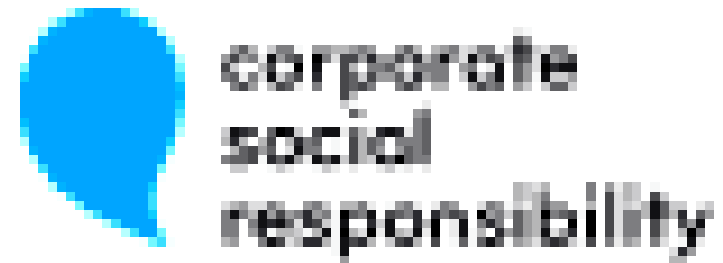


Corporate Strategy

13



Phoenix Contact bekennt sich im Rahmen der unternehmerischen Verantwortung zur **Corporate Social Responsibility**, um Menschenrechte zu wahren, Arbeitsnormen einzuhalten und Diskriminierung sowie Zwangs- und Kinderarbeit an allen Standorten auszuschließen. Aktive Fürsorge für Gesundheit und Arbeitssicherheit der Mitarbeiter/Innen ist integraler Bestandteil der Unternehmenskultur.



Drei Schritte von CSR

1. Definition und Implementierung einer CSR-Strategie im Unternehmen
- 2. Umsetzung von CSR Maßnahmen**
3. Evaluierung

INSPIRING PEOPLE

全球总经理年会 2005



Statement of the Board

Prof. Dr. Gunther Olesch,
Information Technology, Human Resources,
Legal Matters



Our Approach

- The Board agreed to implement Corporate Social Responsibility (CSR)
- It will be included in our existing Integrated Management System in addition to ISO 9000, 14000 and OHSAS 18001
- First activities have started at headquarters in Blomberg in May 2005
- The Executive Board will provide a letter of declaration of Corporate Social Responsibility for all subsidiaries in October 2005



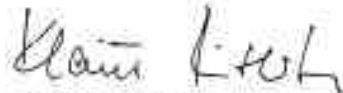
November 2005
Geschäftsleitung

Letter of Intent „Unternehmerische Verantwortung“

Die Geschäftsführung von Phoenix Contact bekennt sich zu ihrer unternehmerischen Verantwortung zur Wahrung von Menschenrechten und der Einhaltung von Arbeitsnormen, sowie zum praktizierten Umweltschutz. Jede Geschäftstätigkeit und alle unternehmerischen Prozesse sind diesen Prinzipien verpflichtet. Dies gilt am Stammsitz des Unternehmens ebenso wie an allen Standorten weltweit.

Unsere Geschäftspolitik ist darauf ausgerichtet, wirtschaftlichen Erfolg sowie soziale und ökonomische Belange zu optimieren. Flexible Arbeitszeitmodelle, angemessene Vergütungen, sowie der Ausschluss von Zwangs- oder Kinderarbeit und jeglicher Diskriminierung sind in der Unternehmensstrategie festgeschrieben. Aktive Fürsorge für Gesundheit und Sicherheit aller Mitarbeiter/innen sind integraler Bestandteil der Unternehmenskultur. Diese wird gegenüber Mitarbeitern, Kunden, Lieferanten und Geschäftspartnern im Sinne einer vertrauensvollen und partnerschaftlichen Zusammenarbeit verstanden. Die Unternehmens-Leitlinien sind jederzeit einsehbar.

Phoenix Contact GmbH & Co. KG



Klaus Eisert



Roland Bent



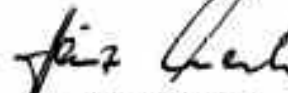
Dr. Martin Heubeck



Prof. Dr. Gunther Olesch



Frank Stührenberg

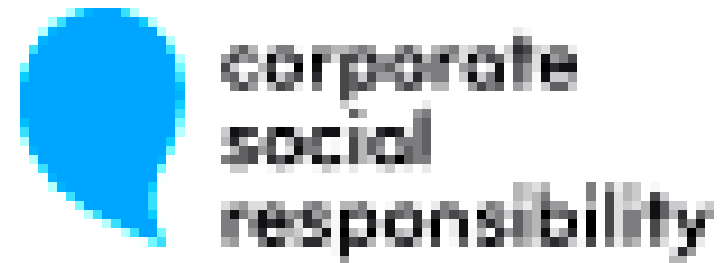


Dr. Heinz Wesch



Kommunikation ins Unternehmen durch Geschäftsleitung national





Drei Schritte von CSR

1. Definition und Implementierung einer CSR-Strategie im Unternehmen
2. Umsetzung von CSR Maßnahmen
- 3. Evaluierung**

Corporate Social Responsibility

UN Global Compact

Communication on progress (COPs)

Placing a survey to all subsidiaries regarding international support of education and training in cooperation with educational institutions in September 2006

Dear Ms Semenova, dear Sirs,

In the General Managers Meeting at Nanjing, China, Prof. Dr. Olesch from the Executive Board presented Phoenix Contacts commitment to social responsibility worldwide. A few days later in addition we sent you a letter of intent concerning this commitment especially for announcing a concerted statement towards customers and cooperation partners.

For underlining our commitment we decided to be participant of the UN Global Compact organization and to support their principles with different emphasis on each one and in each country of course. This organization demonstrates its targets and activities as well as activities of the participants in the internet (www.unglobalcompact.org). The bigger well known global companies in our industry as for instance SIEMENS are participant too.

We also have to demonstrate our social responsibility on this Internet site. Our main focus will be the communication of Social Responsibility within the Corporation and second the support of education and training in cooperation with educational institutions. Therefore we ask you to send us some information regarding your potential support of education and training in cooperation with educational institutions. Please use the attached form and send it back to Prof. Dr. Olesch until Oktober 31, 2006. You need not to start any activities in this area, if you have not done yet. Please do not hesitate to call or email Prof. Dr. Olesch if you have any questions or suggestions for this subject. Thank you very much for supporting the demonstration.

Best regards

Corporate Social Responsibility

UN Global Compact

Communication on progress (COPs)

Corporate Social Responsibility

Communication on progress of PHOENIX CONTACT

Activities on support of education and training in cooperation with educational institutions

Questionnaire to the subsidiaries of PHOENIX CONTACT

Term of the activity	Short Description of the Activity	Kind of Support			
		y = yearly m = monthly p = per project	Personell resources in man-days	financial support (amount)	Material support (amount)
1.					
2.					
3.					
4.					

CSR-Aktivitäten Phoenix Contact weltweit

Name of the activity	Name of the institution and brief description of the activity (i.e. in keywords)	resources in man- days	Financial support (amount)	Material support (amount)	monthly p = per project	Country
1	Basic Scho Constructed six Phoenix contact hope school Donation students in poor area Donation orphan		1 400 000 yuan 470 000 yuan	60 000 yu	P y y	China
2	High educa Providing Phoenix contact scholarship and stipend to students from poor families Supporting 4 technical universities and colleges build labs Taking responsibility of visiting professor to instruct student (bachelor and master)		1 400 000 yuan	2 500 000 y	y p y	China
3	Intern proje Cooperating with local technical school and providing internship opportunity				y	China
4	Training Training to 30 technical stuff of all the technical schools in Luxembourg about ,Industrial Ethernet, Industrial Wireless and Profinet'	2			p	Luxembourg
5	Thesis and education Hogeschool West-Vlaanderen, close relationship with Automation department. We work together for thesis, education to customers and students, material for the education of the future electrical/automation engineers	7	0	2.500 €	Y	Belgien
6	Thesis and education Eplan and Phoenix Contact give education to teachers of different schools. Topics there are Cipline Complete and Clipproject	1	0	1.000 €	P	Belgien
7	Thesis and education School TISJ Bilzen, technical school. Education around Trabtech and Cipline Complete	0,5	0	-	Y	Belgien
8	Thesis and education VITO Hoogstraten, education EMC to teachers and students. Building up a test application for EMC applications. Materials used are ICT, IF, TT and Interbus.	1	0	-	P	Belgien
9	Training rod Technical University in Bialystok (2005). We devolved product (mainly Interface products) as a equipment for training room	0	0	4044 PLN	p	Polen
10	Training rod Technical University in Wroclaw (2005). We devolved product (mainly Automationworx products) as a equipment for training room	1	0	33 335	p	Polen
	Training rod Technical University in Bialystok (2003). We devolved product (mainly Trabtech products) as a equipment for training room	0	0	7500 PLN	p	Polen

CSR-Aktivitäten Phoenix Contact weltweit

12	Co-Op Prog	Co-Op program with Kettering University (formerly General Motors Institute) in Flint, Michigan. The students attend classes for 3 months then work for 3 months over a 5 year period.	10	\$ 30.000 per year (salary)	0 y - ongoing	USA
13	Internship Pr	Internship programs with various universities throughout the region including Pennsylvania State University, University of Pittsburg, Millersville University, Shippensburg University and Elizabethtown University. Managers are required to fgive students complete at least one major project in the department, in addition to other tasks. Departments involved include all product marketing gropus, IT, Communications and enigeering. Ther are 15-20 internships awarded per semester.				
14	Tutoring Pr	Phoenix Contact employees spend time each week tutoring students at a local elementary school. The students are tutored in subjects such as Math, English and Science	30	\$ 7,000 per student (salary)	0 y-ongoing	USA
15	Board Mem		144 hours	0	0 y-ongoing	USA
16	Educationa	Manager of Strategic Initiatives - Marketing & Communications serves a member of the industrial and Technical Adisory Board (ITAB) of the Pennsylvania State Harrisburg, Capital College. The board serves as a forum for the exchange of ideas and advice between the engineering programs and the industrv	10	0	\$ 90.000 (ob y-ongoing)	USA
17	Scholarship	As part of this program, Phoenix Contact allocates money to the program, which is then distributed to carious approved organizations. One of the programs it supports is the Exchange City Learning Laboratory, sponsored by the Junior Achievement of S. Central PA. In this programm students run various businesses, shops, etc. in a city based environment.	0	\$ 25,000 (tax relief)	0 y-ongoing	USA
18	Board Mem	This program is run by the Big 33 organization and provides 3 - \$1,000 scholarships for local high school students going on to higher education in an engineering field.	0	\$3,000	0 y	USA
19	University	Director of HR serves on the Education Board for the Pennsylvania Chamber of Business and Industry. This board serves as an advisory board for statewide institutions of higher learning.	8	0	0 y-ongoing	USA
		Director of IT serves on an advisory board with Shippensburg University to develop and monitor the curriculum development of the Information Management Graduate Program. The goal is to desighn a program that will develop IT and Business Professionals for leadership and project management roles in Information Management and IT.	16	0	0 y-ongoing	USA

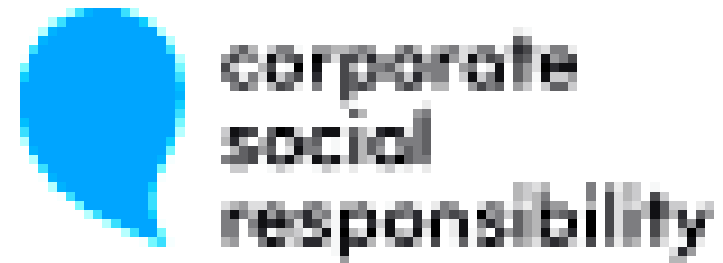


CSR-Aktivitäten Phoenix Contact weltweit

20	Future Business Leaders of America	Director of HR participates as a judge in the statewide Future Business Leaders of America yearly contest. This contest is designed to mold high school students into good corporate citizens and develop their business acumen.	16	0	0 y	USA
21	Board Member	Manufacturing Production Manager serves on the Advisory Board for the electronics technology division of the York Technical Institute. In this capacity he helps set curriculum and facilitate interaction between the school and businesses	2	0	0 y-ongoing	USA
22	Teaching staff	Centres of professional high schools and polytechnic universities. Participants: 7 teachers	2 days, 3 p	3.300	our own meay	Spain
23	Teaching staff	Teaching staff of professional high schools of Castilla and Leon, participants: 28 teachers	10 days, 1 p	12.000	our own meay	Spain
24	Industrial academy	Vigo University - Systems and automation department, participants > 300 pupils-teachers	2 days, 2 p	812	our own meaevery 2 year	Spain
25	conference	Vigo University - Systems and automation department, participants > 100 pupils-teachers	1 day, 2 p	747	our own meaevery 2 year	Spain
26	Seminar	Technical Engineering university college of Bilbao, participants> 50 pupils in last school year	1 day, 1 p	0	our own meay	Spain
27	Seminar	Polytechnic university of Zaragoza, participants > 120 pupils-teachers	1 day, 1 p	0	our own meay	Spain
28	Seminar	Innovation centre of the vocational training and permanent learning - TKNICA, participants= 20 teachers, San Sebastian	1 day, 2 p	0	our own meay	Spain
29	Seminar	Gunmaking school of Eibar, participants = teachers - collaborating companies	1 day, 2 p	0	our own meay	Spain
30	Training for	Academy of National Economy. High school for Corporate Management, Field activity: Corporate trainings for top-managers and specialists. MBA	es of PxC F	6000 USD	0 p	Russland
31	Professional	Logos-Express Profy POC MHTOM, Field of activity. English teaching	PxC RUS, 2	513 USD	0 m	Russland
32	Scholarship	The top 5 Universities rated for Business and Engineering in Ireland, England, Scotland and Wales we intend to offer a scholarship to each of the Universities (there will be a total of 10 institutions		500 BP per institution	y	GB

CSR-Aktivitäten Phoenix Contact Deutschland

- Bildung
 - Bildungskoperationen mit Niedersachsen, Hessen, Bremen, Berlin und NRW sowie verschiedenen Schulen
 - Xplore Wettbewerb
 - 50 +
 - Hauptschüler ausbildungsreif entwickeln
 - Kinder, aus Familien mit Migrationshintergrund zu Akademikern entwickeln
 - Verbundausbildung für andere Unternehmen und Institutionen
 - Frauenpower
 - Ausbildung über Bedarf
 - Lehraufträge bei der Fachhochschule
 - IHK Berufsbildungsausschuss
- Gesundheitsmanagement
- Kinderbetreuung
- Phoenix Kolloquium
- (Ehren)ämter
 - Mitgliedschaft bei Global Compact
 - Stadtmarketing Blomberg
 - Bertelsmannstiftung: Initiative für Beschäftigung
 - Lippe Tourismus Marketing AG
 - Arbeitsgericht (ehrenamtlicher Richter)
 - Sozialgericht (ehrenamtlicher Richter)
- Sponsoring/Stiftungen
 - Lehrstuhl Feinsystemtechnik
 - Labore für Automatisierung an Hochschulen
 - Bürgerstiftung Blomberg
 - Weserbergland AG
 - Sonstiges



Nutzen von CSR

1. Unternehmerische soziale Verantwortung wahrnehmen – „Tugende,, und Werte
- 2. Imagegewinn des Unternehmens**
 - 1. Bei Kunden**
 - 2. Bei Mitarbeitern**
3. Erfolg des Unternehmens entwickeln

16.06.2005 11:13

For the attention of Klaus EISERT

Dear Mr Eisert,

Mr. Kofi Annan, Secretary-General of the United Nations, has initiated a "Global Compact" network, which is intended to promote Ten Principles of responsibilities relating to Human Rights, labor right and environmental protection.

Schneider Electric has joined this network and we have indicated our desire to include our partners. To support this initiative, we have decided to have 60 % of our purchasing spend done with suppliers having registered to the Global Compact by 2008.

Your position as Top Schneider Suppliers leads us to ask you to join this initiative and to register your company as supporting the Ten Principles of the Global Compact. We are looking for your answer by the 23rd of July 2005.

GL-KEI

16. Juni 2005

EINGEGANGEN

Prof. Dr. Oltekh
(+ Hu ...)

NOKIA

Page 7(18)

COMPANY
CONFIDENTIAL

Approved 3.0

NQY00067-EN

Management shall support the Quality Management System by periodically reviewing it to verify its continued effectiveness and suitability for future needs. Management shall allocate resources necessary to achieve this objective.

1.10 Ethical Considerations

The Supplier shall be committed to ethical conduct, full compliance to applicable national and international laws and respect for human rights in the spirit of internationally recognised ethical standards, e.g. SA8000.



Online-Mitarbeiterbefragung im Rahmen von TOP JOB 2005 - Antworten auf die zum Abschluss der Befragung gestellte Frage:

„Bitte nennen Sie das wichtigste Argument, warum Ihr Unternehmen Arbeitgeber des Jahres werden sollte.“



Spitzenpreis für Phoenix Contact in Personalführung

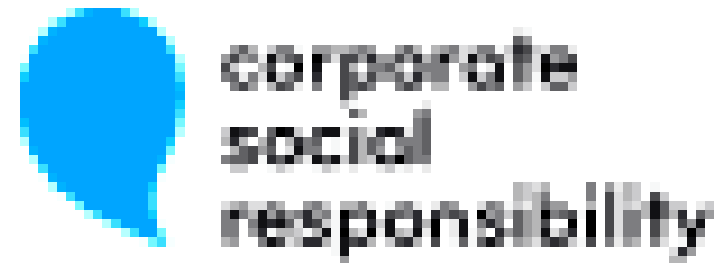
Clement lobt Aus- und Weiterbildung

Bad Pymont/Blomberg (ul). Phoenix Contact gehört zu den „Top Job-Unternehmen 2006“, die das Institut für Mittelstandsökonomie (Inmit) den demographischen Wandel gewappnet, das sieht man an der Einstellung von Mitarbeitern über 50 und der Ansprache junger Frauen für techni-

Erster Preis für Mitarbeiterförderung

Wolfgang Clement überreicht Top-Job-Auszeichnung an Phoenix Contact

Blomberg, Phoenix Contact gehört zu den Top-Job-Unternehmen: „Phoenix Contact ist das Gütesiegel Top Job als zweibester deutscher Arbeitgeber in Preisverleihung von Top Job an Geschäftsführer Prof. Dr. für den demographischen Wandel.“



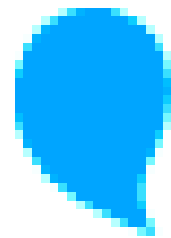
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 1. Bei Kunden
 2. Bei Mitarbeitern
- 3. Erfolg des Unternehmens entwickeln**

Umsatz & Mitarbeiter



Alles Große in dieser Welt
geschieht nur,
weil jemand mehr tut,
als er muss!



corporate
social
responsibility